

Pittsburgh Presbytery
Non-Installed Ministry Posting

The Non-Installed Ministry Posting is required for us by the Commission on Ministry for use when congregations are searching for Covenant, Interim, and Temporary Pastoral Positions

Ministry Information

Ministry ID (Pin#)	08177
Ministry Name	Southminster Presbyterian Church
Mailing Address	799 Washington Rd
City, State, and Zip	Mt Lebanon, PA 15228
Telephone Number	412-551-8914
Fax Number	
E-mail Address	apople@gmail.com
Website	www.spchurch.org
Current Membership	2019 began with 1261 ended with 936 after rolls culled
Average Worship Attendance	2019 attendance 341 post covid 200 in person and online
Church School Attendance	2019 attendance 180 combined adults and kids
Church School Curriculum	Varies

Ethnic Composition of the Congregation *(Enter the percentage of each racial ethnic component of your congregation in whole %):*

American Indian or Alaska Native	
Asian	
Black or African American (African Native, Caribbean)	<1%
Hispanic Latino/Lantina, Spanish	
Middle Eastern	
Native Hawaiian or Other Pacific Islander	
White	99%
Other	

Community Type <i>(Pick One)</i>	Suburban
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Clerk of Session Contact Information

Name	Cynthia Donahoe
Preferred E-mail	donahoeclc@me.com
Phone Number	412-779-6703

Position Information:

Position Type	Interim Pastor
Position Title <i>(Examples: Solo Pastor, Associate Pastor, Interim Pastor, etc.)</i>	Interim Pastor
Position Tier/Hours	Tier 1 (Full-Time)
Is this a shared ministry position? If so, please list the congregations	No
Language Requirements	N/A

Competencies/Skills *(Please identify and describe at least five characteristics that are important to fulfill the responsibilities of this position. You are encouraged to use the sample competencies listed in Appendix A of this document)*

Competency/Skill	Definition
Spiritual Maturity	Devoted to serving God and God's people by seeking and following the teachings and principles of God's Word in scripture.
Compassionate Pastoral Care	Motivated and skilled in listening, counseling, and investing in the lives of the members of our church family and community.
Preaching and Worship	Providing intelligent, inspiring and insightful preaching and other components of Sunday worship in order to unify Southminster attendees as a body, and prepare us to bring God's light into the world through service and mission.
Contextualization, Strategy and Vision	Possessing and applying gifts of administrative and ministerial observation, analysis, and strategic prioritization. Subsequently building an organizational framework to complete God's and the people's vision.
Communicator	Effective and encouraging in preaching, conversation, and public relations postings with the goal of bringing unity, peace, and courage to the membership of Southminster.

Narrative Questions

What is your congregation's or organization's Mission Statement?
Come as you are. Discover community. Serve where called. Celebrate God!
Brief describe your congregation and it's vision for ministry.

Through God's grace, Southminster Presbyterian church will welcome all as Jesus does, recognizing each as an individual in God's image. We will grow together in faith, seeking a personal understanding of God, and will celebrate this faith through worship experiences that welcome innovation and honor tradition. We encourage, support, and celebrate each individual's mission, and in all things, we will act corporately, joined with God's people everywhere.

Please refer to the following links for information on our church and community:

- Southminster Facebook page <https://www.facebook.com/Southminster/>
- Mt. Lebanon Township <https://www.MtLebanon.org>
- Mt. Lebanon YouTube link <https://www.youtube.com/watch?v=w0UCufiA4qk>
- Pittsburgh Presbytery <https://www.pghpresbytery.org>
- Mt. Lebanon Public Schools <https://www.mtisd.org>

For what specific tasks, assignments, and programs areas will this person have responsibility?

(Please see Appendix B for sample lists)

- 1) Lead the church to a renewed vision for their future
- 2) Serve as moderator of the session and congregation, upon appointment by the presbytery
- 3) Lead worship and preach at regular and special worship services, providing for substitute preachers when necessary
- 4) Officiate at sacraments, weddings, and funerals
- 5) Assist the congregation in the interim tasks of:
celebrating the church's history
strengthening and continuing ties with presbytery, synod, and GA
providing for a smooth transition of congregational leadership
preparing for the welcoming of the new pasor
- 6) Pray for the congregation
- 7) Serve as head of staff
- 8) Be available as a resource person for all boards, committees, and programs including the Child Care and Early Learning ministries.
- 9) Lead the congregation in reaching out into the community and in performing its ministry of healing and reconciliation
- 10) Provide or ensure compassionate pastoral care to the membership, those with health and grief concerns as well as those with limited mobility or homebound. Utilize staff, deacons, Stephen Ministers and other resources as needed.
- 11) Provide updated PA Criminal and Child Abuse clearances. Commit to learning, adhering, and fully enforcing Southminster's Safe Church Policy.

COMPENSATION AND HOUSING:

Minimum Effective Salary	minimum salary \$75,000; negotiable and subject to the level of experience of the applicant
Housing Type (<i>Select One</i>)	Housing Allowance Manse Open to Either X N/A

REFERENCES (2 Required)

Below, please list three persons who know your congregation. You might list your Presbytery leadership, a neighboring pastor, or other persons whom you believe can give a clear and accurate reference for your congregation.

Reference Name:	Sharon Stewart
E-mail	pastorsharon61@gmail.com
Phone	412-657-8865
Relation	Former SPC Pastoral Staff

Reference Name:	Dr Jim Smith
E-mail	dr.jamesksmithsr@yahoo.com
Phone	412-551-4765
Relation	Former SPC Pastoral Staff

Session/Search Committee/PNC Contact Person:

Name:	Amy Pople
E-mail	apople@gmail.com
Phone	412-551-8914
Relation	Chair of IPNC, Elder

Commission on Ministry Contact:

Name:	Earle Wooding
E-mail	earlepam@comcast.net
Phone	412-979-3443

Presbytery Staff Contact:

Name:	Ralph Lowe
E-mail	rlowe@pghpresbytery.org
Phone	412-605-7724

Appendix A: LEADERSHIP COMPETENCIES

THEOLOGICAL/SPIRITUAL INTERPRETER		
X	Compassionate – having the ability to suffer with others; being motivated by others pain and is called into action as advocate; is motivated by caring for others while concurrently keeping the organizational goals clearly in focus.	Hopeful – maintains stability in the moment and hope for the future; provides direction, guidance, and faith when describing basic needs; and helps followers to see a way through chaos and complexity.
X	Preaching and Worship Leadership: Is a consistently effective preacher and worship leader; is able to inspire from the pulpit; communicates a clear and consistent message through sermons that are carefully prepared and artfully delivered; projects the identity and character of the congregation through worship leadership presence.	X
	Lifelong Learner – individuals who use every experience in life as a potential tool for growth; one who pursues continuing education; and those who build on strengths and seek assistance to improve weaknesses.	Teacher – creates learning environments where students are active participants as individuals and as members of collaborative groups; designs lesson plans that teach concepts, facts, and theology; effectively uses multiple learning tools to reach a wide variety of learners; revises instructional strategies based upon ministry/organization context.
COMMUNICATION		
X	Communicator - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.	Bilingual – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.
	Public Communicator - Demonstrates a comfortable ease when speaking in a variety of settings (both small and large groups); is effective at addressing a variety of topics; can get messages across with the desired effect.	Media Communicator: Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)
	Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.	
ORGANIZATIONAL LEADERSHIP		
	Advisor – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.	Change Agent – having the ability to lead the change process successfully; anchoring the change in the congregation’s/organization’s vision and mission.
X	Contextualization – the ability to assess accurately the context, environment, history,	Culturally Proficient – having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings.

	relationships and uniqueness of a congregation or organization.		
	Externally Aware - identifies and keeps informed of the polity of the church and/or the organization; maintains current with laws, regulations, policies, procedures, trends, and developments both internally and in the larger society.		Entrepreneurial - leaders that are creative in using resources; identifies opportunities to develop; is willing to take risks, initiates actions that involve a deliberate risk to achieve a recognized benefit or advantage.
	Risk Taker – persons with the ability to take appropriate risk to accomplish needed goals; one who thinks outside the box and who is not afraid of challenging the status-quo.		Task Manager - Assures that effective controls are developed and maintained to ensure the integrity of the organization; holds self and others accountable for rules and responsibilities; can be relied upon to ensure that projects within areas of specific responsibility are completed in a timely manner and within budget; and monitors and evaluates plans, focuses on results and measuring attainment of outcomes.
	Willingness to Engage Conflict: Steps up to conflicts, seeing them as opportunities; reads situations quickly; good at focused listening; can identify common ground and elicit cooperation from others in crafting mutual solutions.		Decision Making: Makes effective decisions, balancing analysis, wisdom, experience, and judgment; is aware of the long term implications of choices made; is generally regarded as offering solutions and suggestions that are correct and effective.
	Organizational Agility: Is astute about how congregations and/or organizations work; knows how to get things done through formal and informal channels; understands the importance of supporting good policy, practice, and procedure; appreciates the power in the culture of a congregation; is politically savvy.	X	Strategy and Vision: Sees ahead clearly, keeping focused on the larger picture; can anticipate future consequences and trends accurately; is future oriented; casts a compelling and inspired vision for a preferred future; sees possibility; crafts breakthrough strategies.
	Financial Manager – deliver results by maximizing organizational effectiveness and sustainability through the best use of available financial resources; allocates and manages finances transparently; implements strategies to achieve operational efficiencies and value for money; puts in place rigorous and comprehensive financial accountability systems.		Funds Developer – maintains the ability to solicit donations used to fund the budget of the organization; effectively expresses the needs for funds to potential donors; responsible for adding new potential donors to the organization's contact list; prepares statement of planned activities and enlists support for mission initiatives.
	Collaboration: Has a natural orientation toward getting people to work together; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; creates strong feelings of belonging among group members; is a good judge of talent and can accurately assess the strengths and limitations of others.		
INTERPERSONAL ENGAGEMENT			
	Interpersonal Engagement - Displays a consistent ability to build solid relationships of trust and respect inside and outside of the organization; engage people, organizations, and partners in developing goals, executing plans, and delivering results; use negotiation skills and adaptability to encourage recognition of joint concerns,		Bridge Builder – possessing a certain responsibility for the unity of the congregation and or organization; works to connect people of different cultures, worldviews, and theological positions.

	collaboration, and to influence the success of outcomes.		
	Motivator - Creates and sustains an organizational culture which permits others to provide the quality of service essential to high performance. Enables others to acquire the tools and support they need to perform well; and influences others toward a spirit of service and meaningful contributions to mission accomplishment.		Personal Resilience: Learns from adversity and failure; picks up on the need to change personal, interpersonal, and leadership behaviors; deals well with ambiguity; copes effectively with change; can decide and act without having the total picture; comfortably handles risk and uncertainty; seeks feedback; expresses personal regret when appropriate
	Initiative: Demonstrates ambition is highly motivated; is action oriented and full of energy for things seen as challenging; seizes opportunity; pushes self and others to achieve desired results.		Flexibility - Adapts behavior and work methods in response to new information, changing conditions, unexpected obstacles, or ambiguity; remains open to new ideas and approaches; and works concurrently on related and conflicting priorities without losing focus or attention.
	Self Differentiation: Demonstrates strong and appropriate personal boundaries in relationships; has a healthy appreciation of self, without being egotistical; is emotionally mature; can maintain a less- anxious presence in the midst of turmoil; is not overly dependent upon outside affirmation; works to build a strong personal support system.		

Appendix B: Sample lists of responsibilities

Interim Pastor:

1. **Serve as moderator of the session and congregation, upon appointment by the presbytery**
2. **Lead worship and preach at regular and special worship services, providing for substitute preachers when necessary**
3. **Officiate at sacraments, weddings, and funerals**
4. **Assist the congregation in the interim tasks of:**
 - **celebrating the church’s history**
 - **strengthening and continuing ties with presbytery, synod and GA**
 - **leading the church to a renewed vision for their future**
 - **providing for smooth transition of congregational leadership**
 - **preparing for the welcoming of the new pastor**
5. **Pray for the congregation**
6. **Serve as head of staff**
7. Provide administrative leadership
8. Be available as a resource person for: *(the church school, youth organizations and other church groups may be specifically named here)*
9. Lead the congregation in reaching out into the community and in performing its ministry of healing and reconciliation
10. Call on the sick and home bound
11. Provide leadership to the boards of deacons and trustees and/or other organizations in the church (such as preschool or day care of the church, etc.)

Dear Interim Pastor Candidate:

Southminster is seeking an interim pastor who can accurately assess the context, environment and uniqueness of a congregation that is in transition.

We are a strong multigenerational membership who, despite diversity in many opinions and positions, stand together in Christ and work in harmony in His service and for His Kingdom.

From our beginnings on April 26, 1925 to today, the following elements have been very important in the life of our church and have very much remained a part of our identity:

- Intelligent and inspiring preaching has always focused our congregation for the week ahead and prepared them to carry out Christ's message in the world.
- Our strong music ministry which involves several handbell teams and choirs, both adult and children's, has augmented our worship services and brought joy to all, both here and abroad.
- Southminster's mission and outreach ministries have been varied and widespread. They stretch from our own internal South Hills Food Pantry to partnerships with local (e.g. City Mission, SHIM) and international (e.g. Medical Benevolence Foundation, St. Andrew's in Malawi) entities.

It's important to honor the past while managing and successfully serving the present. The hope for our partnership with the new interim pastor would also involve creating the road map for a compelling future and sustaining an environment that enables the congregation to visualize this future. Setting a pathway for accomplishment of this aim is of utmost importance to Southminster.

We hope you will prayerfully consider an opportunity to grow with us.

The Interim Pastoral Nominating Committee
Amy, Walter, Cheryl, Patti, Betsy, Tim and Michelle